

# MAWSONS CODE

DECEMBER 2007

## FROM THE CHAIRMAN'S DESK

At our December Manager's meeting, World record breaking marathon swimmer Tammy van Wisse shared her experiences of her three and half month swim along the length of the Murray in 2001. Throughout her 2438 kilometre swim along the Murray she recruited the support of many volunteers from the local communities. She was able to share with them her vision and enlist their support for raising the public awareness of the massive environmental problems facing the Murray River. During her marathon swimming career she was never restricted by lack of voluntary support. She was able to share her vision with these volunteers and have them "sign on" with her to help her achieve her goal.



I am constantly reminded that just as tropical fish are restricted by the size of the aquarium in which they live, we also are sometimes limited by our surroundings. If your current circumstances do nothing to help you grow, you're going to have a hard time enlarging yourself to reach your potential.

I would like to think that Mawsons create an environment of growth for each individual that belongs to our community.

The kind of place which we are aiming for has:

1. Others are ahead of you,
2. You are still challenged,
3. Your focus is forward,
4. The atmosphere is affirming,
5. You are out of your comfort zone,
6. Others are growing,
7. There is a willingness to change, and
8. Growth is modelled and expected.

A life of continual growth is never easy, but a good working environment makes the swim upstream a little less difficult.

I wish you all a safe and happy Christmas and look forward to growing with you in 2008 with renewed strength and vigour.

**Alan Wilkins**  
**Chairman**

## ELEVATE HOUSE

Mawsons recently supported the Elevate House project in Bendigo. Located at 8 Marlo Court Strathdale, the house will raise much needed funds to help run youth programs across the Bendigo Region. With the help of over 100 tradespeople and volunteers, the project gained an incredible amount of support from the local Bendigo churches who partnered with the project. Local Builder Sam Balardi managed the project, which Mawsons supplied concrete to.

By raising approximately \$50,000, the Elevate House project will directly impact on: increasing the number of school workers and those doing missions in school; providing new resources for mission in schools; and providing new discipleship materials for young people. These factors combined would most certainly have an enormously positive impact on the young people of Bendigo.

Dave Harvey from Scripture Union Victoria said it was terrific to have the



support of Mawsons in the Elevate House Project. With an abundance of options for young people to be involved in unsavoury activities in the current age, it's vitally important to support those who seek to have a positive impact on young people's lives. Next time you're in Bendigo, drive past the house, and be reminded that no matter what the location or circumstance, Mawsons will always remain committed to the community.



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**CONTACT:**  
**HEAD OFFICE:**  
**COHUNA**

141 King George St  
Cohuna 3568

**Ph: (03) 5456 2409**

**Fax: (03) 5456 2428**

Email:sales@mawsons.com.au

## 25 YEAR CLUB

### Colin Smith

Colin Smith came to Mawsons with a building background. In accepting the role as Manager of the Wangaratta Concrete Plant he had had no previous management experience, but a thorough grounding in the workings of the building industry. Col completed a Solid Plastering Apprenticeship with



Ken Branson and completed 12 years experience in placing concrete before joining the Mawsons team. As has often been the case with successful Managers at Mawsons, Col's selection as Manager was not founded on known management skills but having the all important positive attitude with people and a willingness to learn.

At the start Col had a great team around him. People like: Rex Benton, a dependable right hand man who could fulfil any task given to him; Lance Ralph, a reliable truck driver; Ray Ramage, a self motivated, highly skilled operator who became an owner driver at the first opportunity; Peter Styles, a colourful character who had great rapport with our customers and also later became an owner operator at Wangaratta and then Shepparton; and Brian Gleeson, a highly skilled dragline operator.

In those days at Wangaratta we utilised a roll on roll off system with our trucks to maximise our truck utilisation. The concrete plant truck fleet transported its own stone requirements from Glenrowan and sand from our own sand pit at Peechelba. Sand could only be won in the season as the spring floods often cut road access and left the old Smith Rodley Dragline stranded on high ground.

To enable us to survive during the flood a huge stockpile of sand was established at Wangaratta. In time, concerns about consistency in the quality of sand lead Col and Brian under the guidance of Roy Webb to build a sand shaker in the yard to clean the sand – removing any sticks or clods of clay.

It is a credit to Col that he managed to keep his original crew together for so long. Ray and Peter became truck drivers and Lance and Rex continued to work with the Wangaratta concrete plant until their retirement.

At this time Mawsons had only 5 concrete plants: Wangaratta, Benalla, Echuca, Cohuna, and Kerang.

It was all up to the Manager with general support assistance coming from the Cohuna Office and concrete consultant Ivan Marovitch providing occasional back up with mix designs and trouble shooting problems.

As Manager in the early days, Col had to fend for himself. The mid '80's brought a huge change. The Hume Freeway coming through the area led to appointment of Max Forster as the North East concrete Area Manager. It was a time of great progress. Glenmix enjoyed supply to all the 25 bridges and flyovers between Baddaginnie and Benton's Hill with the exception of 3 bridges, one going to Pioneer and two to CSR. Col and Max had a great rapport with hardy bridge builders like Nelson McIntosh, Corrie and Steve Haring. To meet the demand a second batch plant was installed at Benalla and Wangaratta, with the work hours in peak times often extending from 5am to 6pm.

In 1990 the Shepparton Concrete Plant commenced trading under the Mawsons name and further co-operation occurred with trucks transferring between plants as required under Max's guidance until his sudden death in 1994.

Other jobs Col recalls as being significant during his time as

Manager are the MDF factory in Wangaratta and the 2nd floor of the Arana Picture Theatre which required a continuous pour of 240m<sup>3</sup> on the upper floor utilising eight trucks servicing two pumps, all with one batch plant.

Of the changes Col can recall, the most significant was the introduction of Lee Bombardieri as General Manager of Concrete. This led to a new approach with Lee bringing many ideas with him from his experience from operations elsewhere. For example, many plant managers' roles changed to include responsibility for specialised functional areas beyond their own plants. Col accepted a role with Mawsons first Senior Occupational Health & Safety Committee. He has also acted as OH&S representative for the North East. Col was also the concrete divisions' expert on concrete colouring with all Managers going to Col with any questions in this area.

Over his 25 years Col has undertaken much training – a lengthy course in Concrete Technology conducted by Monash University in 1987, including mix designs, laboratory technical skills and testing. Col has completed further courses through the National Readymix Concrete Association, Covey Leadership Centre and OH&S training. Training is ongoing as Col has recently switched roles to become a Quarry Account Manager so new knowledge and skills are required to enable him to relate to Quarry customers and converse in a slightly different language.

Now, Col has interests outside work. He still has two of his three children, Ebony & Kallen living at home, whilst Chem is living in Melbourne. Col is a great hot rod enthusiast and enjoys football, shooting and fishing. I am sure you will join me in congratulating Col on reaching the 25 Year milestone with Mawsons.

**Geoff Hall**

### Merv Taylor

Merv Taylor started work at Mawsons on the 2nd of November 1982, and therefore would be one of the youngest inductees to the 25 Year Club.

Merv was born in Swan Hill and raised in Lake Boga. He was educated at the Lake Boga Primary School and later at the Swan Hill Technical School. After leaving school and spending some time cooking chickens in Swan Hill, Merv's destiny awaited.

Merv's father "Butch", came home from work at our Lake Boga Quarry one day and informed Merv that the next day Merv would be starting work at LBQ along side him.

LBQ was a familiar environment for Merv as it was the workplace of most of his extended family. Merv's father Butch and several of his uncles, Moonie, Jock, and Pud all worked at LBQ, which added plenty to the family environment. Merv was the beginning of a new generation.

Wayne Van Every led the team at LBQ at that time accompanied by Trevor Pumpa, Les Anderada, Peter Scown, and Brian Lynas, who is still part of the Mawsons team.

Merv's first role at LBQ, which lasted 12 months was operating the hand held Jack hammer, drilling "pops" in the big rocks that had failed to fracture upon blasting.

He describes this as the finest role that he have ever had at Mawsons! We now have an Hydraulic rockbreaker mounted on Excavators to complete this task. Back then Merv toiled on his own, exposed all the elements and dust to complete the task and not let down his team.

After serving his informal apprenticeship, Merv was promoted to the position of Bin Truck Operator. His first vehicle



## 25 YEAR CLUB continued

### Merv Taylor (continued)

was a "Leyland Boxer", which was always overloaded. Merv thanks Brian Lynas for dispatching with the previous tipper, an old Albion which met with its death when Brian managed to back over the once famous and extremely abundant waste dust heap. Merv and the Leyland spent many hours together completing countless numbers of trips from the overhead bins to the stockpiles.

After a number of years, Wayne van Every and John Stewart must have thought that things at LBQ were going well because they brought in a relatively new Acco, with a 555 Cummins, and even a hydraulic tailgate. Merv thought that all his Christmas's had come at once.

After 5 years at LBQ, Merv came across to the concrete side of the business, and has been truly an asset to this day. Merv's nature allowed him to pick up the aspects of the concrete business quickly. He ably mastered every aspect of the role under the watchful guidance of myself and later on John Christian.

The customers loved him; our fellow workers enjoyed his enthusiasm, humour and loyalty. He has a unique ability to quickly structure and consolidate partnerships (now a core competency of Mawsons). Come Monday morning there was always a story to tell, and sometimes as a result of the weekend activities, some circumstances to assist him with. Overall Merv brought a real delight to our workplace, whilst completing every task required.

Fourteen years ago Mawsons purchased "Deni Mix" from the Fruewirth Family in Deniliquin. After a rocky start, John Christian suggested that Merv relocate to Deniliquin as Manager. So Merv packed up his family and made the big move east.

Merv inherited a plant that was almost dysfunctional and a real handful to manage. It loaded from an underground bunker, and gravity fed raw materials from a height that almost interfered with the local flight path. It had all sorts of noise and dust issues from the surrounding neighbours.

So in July 1990, Merv and his team set to work and constructed a completely new concrete plant operation. Not many know, understand, nor appreciate what fantastic, competent leadership Merv brought to the table with in this vitally important construction.

With the help of Ronnie Dowler, Darren Beggs and Mark Collier and many other internal people from the Mawsons team, Merv lead the way to construct what is now a safe, well planned and efficient plant that hasn't caused any concerns since the day it was commissioned. Time moves on quickly and now Merv and his team enjoys the rewards of this hard work.

For the last 7 years Merv has run a slick and competent operation which has contributed substantially to the greater good of Mawsons. Via Merv and his current team, Dave Windram and Geoff Wishart, the Mawsons name in Deniliquin is respected as the experts in Pre-mixed concrete. You could say Merv is the "Concrete King" of Deniliquin.

I would like to acknowledge the role that Gail Smith, Merv's partner, has played in Merv's life in recent years.

It should also be noted that Merv and his team, over the last few years have endured the impact of this awful drought; they are to be commended on their positive attitude, courage, persistence and resilience in these times.

You are a fine example of how people can go along way in this business with Mawsons, and how this business, Mawsons, can go along way with its people!

I am personally proud to have been part of your journey and wish you perhaps another 25 years journey ahead.

**Lee Bombardieri**

### Mario Pigatto

Mario was a Cohuna boy. In fact during his boyhood years, growing up in Cohuna connected him very closely with Mawsons. His cub leader was our own Shirley Dobie and his scout leader was Geoff Hall's father Bill.

After completing his secondary education at the Cohuna High School, Mario joined Hare Motors Cohuna where he completed a Motor Mechanics apprenticeship.

In 1980 his parents shifted to Shepparton and at the same time Mario shifted to Kyabram where he worked in the concrete batching plant owned by his father Tony and uncle Frank, otherwise known as the Pigatto Brothers.

The Pigatto brothers had set up a concrete plant in Kyabram alongside the Readymix plant which was being managed at the time by Fred Wooller – Captain of the 1963 Geelong Premiership side. They eventually bought this plant and shifted their operation into the Readymix yard. Tony and Frank continued with their concrete construction business.

When in Kyabram, Mario worked alongside an A grade diesel mechanic learning the trade of repairing and maintaining concrete trucks, agitators and front end loaders. The Pigatto brothers had two other concrete plants in Tatura and Shepparton and after two years of helping manage the Kyabram plant, Mario transferred to the growing Shepparton plant.

As their business expanded, Pigatto Brothers saw the need to have their own sand resource for their concrete plants and acquired two deposits at Picola and Yalca and finally they acquired the Moama Pre-mix plant in the late eighties.

When Mawsons bought the Pigatto business in May 1990, Mario along with his brother Ivan remained running the Shepparton concrete plant known as Supermix concrete. The other Pigatto operations were on-sold by Mawsons to Boral at that time.

Mario has fulfilled many roles during his 17 years with the Mawsons Group. As a batcher at the Shepparton plant, he often had to jump in the trucks to help out on busy days whilst managing the sand pits and doing the odd repairs on trucks. More recently Mario has been involved in a more technical role undertaking the testing and recording of test results for all the concrete plants. He often relieves managers when they take their annual leave.

Mario is a hard worker and his strong family values and work ethic clearly shine through in his dealing with others in the workplace.

He is joined today with his wife Teresa and his three children, Mark Stephen and Alissa.

On behalf of all of us I would like to congratulate Mario on achieving this award and thank him for the fine contribution he has made in helping make Mawsons the company it is today.

**Alan Wilkins**



Wayne (Tiger) O'Brien receiving his 25 Years Club Award from John Mawson.

## SAFETY AWARD NOMINATIONS



### Nomination 1 – Ross Salter

- *Description of the hazard.*  
The air line used to operate the air tools while in the snorkel bucket may become snagged while operating the snorkel and snap creating a striking hazard.
- *A description of the solution.*  
Ross purchased a longer length of air line and threaded it through the arm of the snorkel to a point mounted on the rail of the snorkel bucket. From this point the air tools can be connected and disconnected as needed, thus minimising any slack on the air line and removing the snag hazard.
- *What consultation processes were used to develop the solution?*  
Ross consulted with Trevor Dennis from the Cohuna Fabrication workshop (who has had a lot of experience working from elevated work platforms) and his employee Wayne.
- *How effective was the solution to the identified hazard?*  
Operator is pleased with results. Working posture has been improved as operator does not have to lean over snorkel bucket to visually ensure air line does not get snag while operating the snorkel at the same time.
- *How well did the solution impact on the overall operations of the business?*

Operator more productive due to less time being spent ensuring air line did not get snagged while operating the snorkel. It's a safer operation due to the snag hazard being eliminated.

### Nomination 2 – Ros Dwyer

- *Description of the hazard*  
During a debrief after a fire drill held at Head Office it was identified that no employees on site were trained in the use of fire extinguishers.
- *A description of the solution*  
Ros researched what was required and organised Mr. Tom Waterson from the local CFA to conduct 2 training session at head office which included both the administration and workshop staff.
- *What consultation processes were used to develop the solution?*  
Issue was discussed at the administrations health and safety meetings.
- *How effective was the solution to the identified hazard?*  
Staff members are confident and now competent to operate fire extinguishers in an emergency situation.
- *How well did the solution impact on the overall operations of the business?*  
This training could be implemented across the group.

## PROSTATE HEALTH

The prostate gland is part of the male reproductive system. It produces some of the fluid that makes up semen. Prostate cancer affects one in 11 Australia men and is common in the over-65 age group. Around 3,000 Victorian men are diagnosed with Prostate Cancer every year. Many cases are not life threatening because the cancer may be slow growing and usually occurs in older men.

### Symptoms

Early prostate cancer usually causes no symptoms. When symptoms do occur, they may include:

- Difficulties starting and stopping urination
- Pain or a burning sensation when passing urine
- Urinating more often than usual, particularly at night
- The feeling that the bladder can't be fully emptied
- Dribbling urine
- Blood in the urine or semen
- Pain during ejaculation

All of these symptoms can be caused by conditions other than prostate cancer. They could indicate a non-cancerous growth called benign prostate enlargement or a simple prostate infection. You should discuss them with your doctor.

### The cause is unknown

The exact causes of prostate cancer are unknown. However, the chance of getting prostate cancer increases:

- As you get older
- If you have a father or brother who had prostate cancer. The risk becomes greater if they were diagnosed at an early age.

### Most prostate cancers are not life-threatening

Because most prostate cancers grow only slowly and occur in older men, they are often not a threat to life. Prostate cancer diagnosed in younger men (50-75 years) is more likely to threaten health.

### There are two common tests for prostate cancer

One of the current tests for prostate cancer is a physical examination and the other is a blood test. Neither of these tests is 100% accurate, however if the tests suggest a problem exists, your doctor will probably refer you to a specialist for further tests. Usually a biopsy is needed to confirm the existence of prostate cancer.

### Discuss testing with your doctor

Medical authorities do not recommend that all men should be tested positive for prostate cancer. Some men prefer to have a test anyway to reassure themselves. Men with a family history of prostate cancer may also consider a test. Ultimately, it comes down to a personal decision to seek testing.

### Things to remember

- Prostate cancer generally occurs in men over 65.
- Prostate cancer in men 50-75 years old can be life threatening.
- Early prostate cancer does not cause symptoms
- Urinary problems are commonly due to benign prostate growth.

**For more information, visit [www.cancervic.org.au](http://www.cancervic.org.au)**

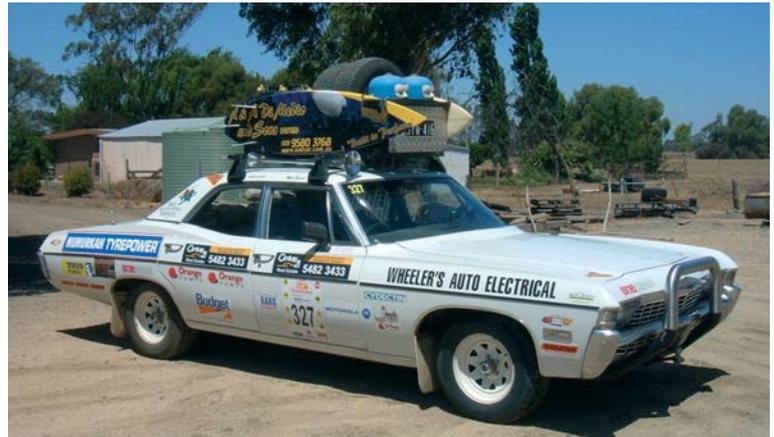
## ROSS SALTER'S VARIETY BASH 2007

We assembled at Mooney Valley racecourse car park, on the 23rd August 07. Ninety-Five outrageous theme cars lined up to take part in another unique experience the 2007 Victoria Variety Bash.

Our crew of three competed in Bash car No 327, a 1967 Chevrolet Impala modified for Bash conditions on outback roads. The crew left Melbourne for a ten day outback adventure through Victoria and New South Wales finishing on September the 1st at Byron Bay.

Here is an itinerary of Ross's adventures!

- Day 1** Leave Melbourne for Nhill via Shelmerdine, Tooborac, Newbridge, Logan Dimboola to Nhill.
- Day 2** Nhill to Swan Hill via The Big Desert, Murrayville, Underbool, Ouyen, Chillingollah to Swan Hill
- Day 3** Swan Hill to Broken Hill via Balranald, Mungo National Park, Pooncarie, Bindara to Broken Hill.
- Day 4** Broken Hill to Tibooburra via Silverton, Kantappa Station, Mt Wooolahra, The Velt, Milparinka to Tibooburra.
- Day 5** Tibooburra to Cobar Wanaaring, Benfield Patch, Red Flats, Louth to Cobar
- Day 6** Cobar to Lightning Ridge Via Byrock , Brewarrina, Midway Tank, Hebel Crossing into Queensland for a short visit then onto Lightning Ridge,
- Day 7** Lightning Ridge to Tamworth.
- As the car broke an exhaust engine pipe coming into Lightning Ridge we had the workshop crew do some repairs, and travelled down the highway to Tamworth therefore missing the scheduled bash route and towns such as Wee Waa.
- Day 8** Tamworth to Casino via Spring Ridge, Red Range, Jackadgery to Casino
- Day 9** Cassino to Byron Bay via Cawongla, Nimbin (seeing our taxes being put to good use), Uki to Byron Bay. A huge noisy street parade of all the cars took place down the main streets of Byron Bay.
- Day 10** Lay Day and presentation night.



Most of our lunch stops were catered for by small outback schools as a major fundraiser .You can imagine with over 95 cars plus 12 support vehicles participating in the Bash it creates a lot of interest when we all converge on these small outback towns.

Car 327 in 2007 rose over \$7,500 for Variety from sponsors and advertising on the car. Variety uses funds raised to improve the quality of life for disadvantaged children through the provision of goods and services such as wheelchairs, vocal output devices, cochlear implants, sunshine coaches and mobility equipment. The 2007 Victoria Variety Bash raised a total of \$1.4 million for special needs and disadvantaged children.

All running cost of the entered vehicle are met by the members of the car crew i.e. accommodation, fuel, maintenance, insurance and car rego. This has been my third Bash and was once again a unique experience of spontaneous events and entertainment, and to be involved with a charity that makes a positive difference to the lives of special needs children.

I, and the crew of car 327 wish to thank Mawsons for their contribution to our fund raising for Variety, the Children's Charity.

**Ross Salter**

## MELBOURNE CUP DAY

The roses looked pristine, the ladies looked resplendent in their millinery, and the barbecue was in full swing. No, the scene is not Royal Flemington, but Royal Cohuna. Both the Admin Office and

the Workshop combined on Melbourne Cup Day for the annual Cup BBQ The BBQ was prepared ably by the Workshop guys, with the Salads and Desserts coming from the Office area. The

ladies from the Office got into the theme of the day with a few colourful headpieces which added to the overall atmosphere of the day. The Office sweep was well patronised as per usual, with the demand such that a second sweep was arranged.

Staff gathered in the Boardroom eagerly in anticipation for the start of the race. With the chance the win some big money in the office sweep, everyone was nervous with excitement! Unexpectedly, Efficient won the race, followed by Purple Moon and Mahler. Tungsten Strike was the donkey of the field, finishing in last position. All involved had an enjoyable afternoon. Who needs Flemington when you have Cohuna?



## ROS DWYER'S HUMANITARIAN TRIP TO CAMBODIA



On November 2nd 2007 a group of 29 people, under the auspices of East Horsham Rotary travelled to Cambodia to participate in a house-building project for the poor, organised by the Tabitha Foundation of Australia. I was one of four from Cohuna in the group.

This was my first trip to a third world country and was as well prepared as possible. However nothing prepared me for the poverty, the pollution, or the stench. The smells were almost tangible. However, the experiences were amazing, with many contrasts: the incredible warmth and friendliness of the Cambodian people, especially the enchanting children, then the haunting reminders of the atrocities that were carried out during the 1970's by Pol Pot's regime. The Royal Palace is opulence personified, grand monuments and Government Ministry buildings abound, yet orphanages were built on rubbish dumps in the most impoverished conditions imaginable.

When we arrived in the Capital Phnom Penh, there was confusion with our hotel rooms, however we quickly learnt patience, as the Cambodian way is always a bit muddled, time isn't important, but everything works out eventually. We met Janne Ritskes, the woman who founded the Tabitha organisation in 1994. She lives in a run down two-storey building which is also her office. We purchased products from the showroom which were handcrafted by impoverished local women using materials such as locally woven silks, handcrafted silver and copper ornaments and jewellery, toys, decorations, cards and bags. Women often supporting children undertake a six week training course and when they have enough money they buy a sewing machine to take home, Tabitha places orders with them and they receive a regular income. Participating in the Tabitha Cottage Industry Program enables them to buy food, clothing and medicine, place their children in school, and eventually buy land and build a small house.

On our second day in Phnom Penh we visited the "Tuol Sleng" Genocide Museum, formerly the notorious Khmer Rouge S-21 Prison. It was a school building until Pol Pot converted it into an institution for torture and interrogation (and ultimately extermination) in the 1970's. Some classrooms were crudely divided into small prison cells or torture chambers, all the

buildings windows were enclosed with iron bars and tangled barbed wire covered balconies, fences and was electrified around the boundaries. All prisoners were photographed and detailed biographies of their childhood to the date of their arrests were recorded. Many of these are now on display and serve as gruesome and haunting evidence of the prison's inhumanity. On average the prison held between 1200 and 1500 prisoners at any one time.

We then visited the Killing Fields which is a wooded area only about 15 km's south of the city, the site of mass graves where most of the prisoners met their death. It's now a memorial park, where guides tell stories of the atrocities that occurred there. Story boards portray stark reminders as you make your way through the area. Bone fragments and disintegrating cloth appear through the soil which is confronting to say the least. Cambodians are mainly Buddhist and a large Stupa has been erected as a memorial to all who perished there, an estimated 17,000.

On Monday the 5th we took a 2.5 hour bus ride north to the provincial town of Kampong Thom with a population of 60,000. This town was to be the location for our 'Backyard Blitz'. We had a stopover at a little market along the way where we encountered beggars and people selling an amazing variety of wares and food from the most sweet, succulent pineapple and other tropical fruits, to shelled boiled eggs cooked crickets, deep fried tarantulas, stuffed fried frogs and rice sweets. I baulked at the bodies, but have lived to tell the tale that tarantulas legs taste like the ends of roast chicken wings.

Our accommodation in Kampong Thom was comfortable; however the cockroaches were approximately the size of one's thumb! We by no means 'roughed it' during our stay and travelled out to the building site each day from our accommodation in town.

On Melbourne Cup Day we were up and ready to go at 6am to the building site. The locals greeted us enthusiastically along the entrance to their village and a buffalo wallowed in a pool of green water in and around the huts. Pigs, dogs, chooks, and other animals poked around unperturbed; all nature's fragrances filled the air along with the smell of food cooking. The house frames were already erected on stilts about 6 feet above the ground and the tin roof was on. We set about hammering the floor boards on and then light weight green tin was used for the walls. Timber was used previously, but had become

difficult to source.

The houses consisted of one room approximately 10 feet by 8 feet, with one door and one open window. While they seemed like a glorified chook house to me, they were palatial compared to what the locals previously had. If they had a house it was a little dilapidated thatched structure consisting of a bamboo framework about 2 feet off the ground and thatched banana leaves for the walls and roof, not at all weather proof. This is where they cooked, rested, stored meagre belongings, had babies and shared with all the family and perhaps the chooks, dogs and pigs. We built 20 houses in the village - the first day we built 14 houses which accommodated about 76 people and the second day we built the other 6.

We taught the children simple games like hopscotch and handball, they all loved having their photo taken so they could see themselves on the digital. The villagers had to save for the houses through the Tabitha program and were thrilled with them and so grateful. It was obvious how their lives improve considerably when they have decent shelter. We also visited villages where the people shared community wells instead of carting water for hours everyday. They were then able to plant vegetable crops in the dry season and therefore have better food and more income. We had to raise money for the house-building materials and as our Cohuna fundraising was so successful we nominated that our extra funds be committed to the Tabitha Wells program. A well which will supply about 40 people costs approx \$120 AUD therefore our extra \$4,000 will go a long way to improving the lives of local people. One of our local Tabitha guides had saved enough money to install a well in memory of her father who had been killed by the Khmer Rouge when she was a child in the 1970's. She proudly took us to the site and was prepared to share with us that twenty-six members of her family perished during the regime.

Tabitha Cambodia is making a difference and our trip was really worthwhile, although a teardrop in the big picture. Hopefully the future is all positive for the Cambodian people. May I take this opportunity to once again thank the company for the wonderful offers of support and everyone for their interest and generosity.

**Ros Dwyer**



## PEREGRINE FALCONS AT YABBA



I first visited Yabba North quarry in 1991 or 1992 when it was little more than a divot in the ground. Australian Kestrels were breeding there then and the benches had produced cliffs less than 10m tall. Over several years I would visit irregularly and saw evidence of white wash (urates excreted by raptors sometimes referred to as "hawk chalk") on one or two benches but no definitive sign of Peregrine Falcons. Then in 2006 the manager of Mawson's Yabba North quarry "Charlie" called me to say he was certain they had Peregrines breeding there. It was early November before I could get there and I must admit I had figured it was too late to be banding anything. However, Charlie had insisted that there was at least one white downy chick still on the nest ledge.

Upon arrival I saw my first adult female Peregrine at this site and she was clearly agitated at our being above

the nest site. So with Charlie on the bench below directing me where to abseil off, a single Peregrine nestling was found and banded. In 2007 Charlie was quick to call me earlier in the season to advise that Peregrines had again bred at the site but this time in a small disused section of the quarry. Again true to his word we found two young Peregrines in a small ledge not far from the top of the old quarry cliff face.

In both years the adults have been not wearing bands. Volunteers with the Victorian Peregrine Project (VPP) have been banding nestling Peregrine Falcons across Victoria and then monitoring adults Peregrines for the presence of readable coloured metal leg bands. We use a tripod mounted telescope to identify the presence of these bands and read the alpha/numeric characters on the bands. So far we have identified 218 Peregrines later in life, wearing bands placed on them as nestlings across Victoria.

The VPP is an entirely voluntary project, registered with Birds Australia, assisting in the conservation of this species. We know of several Mawsons' quarries having breeding pairs of Peregrine Falcons. Mawsons' quarries known to have Peregrines breeding are Pyramid Hill, Lake Cooper and now Yabba North and up until recently Lake Boga.

**Victor Hurley**

## CASEY BRADLEY QUESTIONNAIRE

- 1) Location: Administration (Hub of the Office!)
- 2) Any community involvement outside of Mawsons (eg. Footy Club, Lions etc)? Cohuna Kangas Football Club
- 3) Family Details (partner, kids, grandkids etc)  
Partner Steven, Jack and Tess (Dogs)
- 4) What do you like to do in your spare time?  
Netball, Basketball, Socialising, Nana Naps
- 5) You are allowed to invite 5 people to a dinner party... who are they and why?  
Robbie Williams, Justin Timberlake, Steven, and I would have to flip a coin for the other two! Robbie and JT would entertain us all night singing.
- 6) What is your ideal holiday destination?  
Up north somewhere on a beach and snorkeling the reefs
- 7) What was the last movie you saw?  
Santa Clause.
- 8) When did you start working for Mawsons?  
About 6 years ago.

- 9) What is your position with Mawsons?  
Quarry Co-ordinator.
- 10) Who did you work for prior to joining Mawsons?  
Studied at School and University.
- 11) What do you find enjoyable about working for Mawsons?  
The people I work with.
- 12) What do you find challenging about working for Mawsons?  
It depends on the day!
- 13) What does it mean to you to work for Mawsons?  
It means I can live in my home town where I was born and raised which is where all my family still live. Not working for Mawsons would take me away from my family who mean the world to me.



## SUN PROTECTION SKIN CANCER AND OUTDOOR WORK

Now that we are in the grips of Summer, it is important to keep in mind the dangers of working outdoors. It is important when working outdoors between the months of September and April to protect your skin from sunburn and skin damage that can lead to skin cancer.

The Cancer Council of Victoria recommends 5 simple steps to get maximum protection from the sun's harmful UV radiation.

### 1. Reduce exposure to the sun's UV radiation.

- Work and take breaks in the shade.
- Plan work indoors or in the shade during the middle of the day when UV index levels are strongest.
- Plan to do outdoor work early in the morning or late afternoon.
- Share or rotate outdoor work so the same person is not being exposed all the time.

### 2. Slip on some sun-protective work clothing.

- Cover as much skin as possible.
- Choose light weight, closely woven material with an ultraviolet protection factor (UPF) of 50+.
- Choose loose fitting clothing to keep cool in the heat.

### 3. Slap on a hat.

- A hat should shade your face, ears and neck.
- A broad brimmed styled hat should have a 7.5cm brim.
- A bucket style hat should have a deep crown, angled brim of 6cm and sit low on the head.
- Legionnaires style hats should have a flap that covers the neck and joins to the front peak.
- If wearing a hard hat or helmet use a brim attachment or use a legionnaire cover.

### 4. Slide on some sun glasses.

- Wear close fitting, wrap-around style sunglasses.
- Ensure glasses comply with Australian Standards (AS1067)

### 5. Slop on SPF 30+ sunscreen.

- Never rely on sunscreen alone.
- Choose a SPF 30+ broad spectrum and water-resistant sunscreen.
- Apply sunscreen generously 20minutes before you go outdoors.
- Reapply every 2 hours or more often when sweating.
- Ensure sunscreen is not out of date.

## DEPRESSION IN MEN

Depression affects both men and women, but quite often what the experience and how they respond is different. Men tend to focus on the physical symptoms, such as feeling tired or losing weight. They are also more likely to say they feel irritable or angry, rather than say they feel low.

Because Men are less likely than women to talk about their moods or how they feel emotionally, their depression is often not picked up by themselves or by others, including their doctors. If depression is not detected, it cannot be treated and can then become severe and disabling.

It's vital that more people learn to recognise depression in men because effective treatments are available.

### Depression is a common, serious illness

Depression is more than just a low mood – it's a serious illness that requires attention. People with depression find it hard to manage everyday activities. Depression can have serious effects on physical as well as mental health. Depression is a known high risk factor for suicide. From 1998 to 2002, the suicide rate in Australia was four times higher in men than women. Around one million Australian adults live with depression each year. On average, one in six men and one in four women will experience depression in their adult lifetime.

#### Causes of Depression

Factors that can contribute to depression in men include:

- using Drugs and Alcohol
- Physical Health problems
- Relationship problems
- Employment problems
- Social isolation
- Significant change in living arrangements (separation or divorce)

### Men are less likely to seek help for depression

Studies show that men are at a greater risk of their depression going unrecognised and untreated compared to women. This may be because men:

- May tend to put off getting help for health problems. This could be because they think they are supposed to be tough, self-reliant, manage pain, and take care of situations. This can make it hard for men to acknowledge they have a health problem, especially a mental health problem.
- Men often try to manage their symptoms of depression by using alcohol and other drugs, which make the symptoms worse.

### Treatments

Depression is treatable. Different types of depression require different types of treatment. This may include physical exercise to prevent and treat mild depression, through to psychological treatments or drug treatments (or both) for moderate or severe depression. It's important to seek help early. A doctor will be able to tell if you, or the person you are concerned about, are depressed. They will be able to help you or refer you to a psychiatrist or psychologist for special mental health treatment.

### Things to remember

- Depression in men is a common illness which can be treated.
- Depression is an illness, not a weakness; so don't feel ashamed to seek help.
- Don't put off seeing a health professional. Seek help early.
- With the right treatment, most people recover from depression.

**For more information, visit [www.beyondblue.org.au](http://www.beyondblue.org.au)**

## MOVEMBER

Movember (the month formally known as November) is a moustache growing charity event held during November each year.

At the start of Movember guys register with a clean shaven face. The Movember participants known as Mo Bros then have the remainder of the month to grow and groom their moustache and along the way raise as much money and awareness about male health issues, in particular prostate cancer and depression as possible.

Movember culminates at the end of the month at the gala partés, where Movember participants get to show off their Borat and Merv Hughes look-a-like pieces of facial growth!

A number of Mawsons staff got into the spirit of Movember. Geoff Wakeman, Adrian Bull, Jim McInerney, Paul Wilkins, and Colin Pryor all battled with the hairy upper lip for a month! This list doesn't include the members of staff who would normally have facial growth as part of their daily beauty regime.

The issues of Men's health are extremely important, as Men are much less likely to talk about their health or personal problems than women. Mawsons' participation in the month of Movember saw over \$500 raised for worthy causes that do a lot of good in the community. Check out Mawsons Men of Movember pictures, with the countdown well and truly on till the November the 1st 2008 when Movember will start all over again!



## FAMILY DAY 2007

Family Day was once again a terrific occasion to celebrate a great year and catch up with people from across the group. Held at the Shepparton Harness Racing Club, over 280 people arrived by plane, train, or automobile and had a great time. The highlight of the day was the induction of Wayne O'Brien, Merv Taylor, Colin Smith, and Mario Pigatto into the 25 year club. The children were certainly well catered for, with a huge jumping castle keeping the young ones occupied and entertained. A group from Kelly Sports was also present, playing games and keeping the kids active.

Another highlight of the day was the impromptu Harness trials that were being held concurrently with our day. It was a real thrill to stand outside in the sun and watch the horses go around the track. With the Equine Influenza outbreak, it was thought that our booking for Family Day in the function room might need to be cancelled, but luckily for us that wasn't the case.

Other highlights of the day included the Raffle. Adrian Bull primarily organised an unbelievable collection of 'goodies' from some of our major suppliers that were used as prizes for the raffle. All who were lucky enough to get a showbag would appreciate Adrian's hard work.

Ros Dwyer's trip to Cambodia was also a focus, with a separate raffle being held to raise funds for her trip, which is detailed separately in Mawse Code. Ash Miller from Pyramid Quarry made a presentation to Alan Wilkins on behalf of the Victorian Peregrine Project. This was as a result of Mawsons work with the VPP in ensuring the safety of Peregrine Falcons that nest in our quarries.

The food was magnificent and the company excellent. Thanks must go to Peter Beriman, Steve Bergamin, Paul Wilkins, and Shirley Dobie who were responsible for organising Mawsons' 2007 Family Day. The 2008 Family Day will be held in the Central region, with Bendigo and Echuca looming as the early favourites to host what is always an enjoyable, pleasant, and relaxing day.



## LAKE COOPER OPEN EVENING

Lake Cooper Quarry played host to some key customers and a group from the local community on the 21st of November. Shirley Dobie and Jim McInerney were the driving forces behind the evening, which saw several key customers as well as many members from the Rochester Lions Club gain a greater understanding of quarry operations.

The Lake Cooper Staff were responsible for transporting everyone from the tea hut area up to the pit, where the weather meant everyone had to hold on to their safety hats! Adrian Bull and Maurice Kerrins ensured that the blast went off without any hitches. After the blast, Adrian showed the attendees the pit owned by the Weeks family. The weather was so windy it was lucky no-one got blown away!

There was a cooked BBQ waiting back at the tea hut, with the usual fare of chops and sausages on offer. Each attendee received a Mawsons Showbag, with a few trinkets and some general information on the company. The people who attended commented on how spectacular the blast was, and that they now fully appreciated both the size of the actual quarry, and the amount of work involved in producing crushed rock.

The evening was a great success, with plenty of positive feedback. It is events like this that give the community a greater understanding of what Mawsons does. Thanks must go to Shirley, Jim, Adrian, Maurice, and the crew at Lake Cooper for ensuring a successful evening.



## TAMMY VAN WISSE

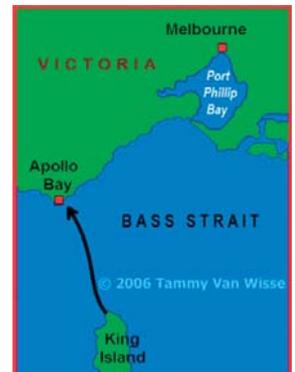
We were lucky enough to have marathon Swimmer Tammy van Wisse speak to the final Manager's Meeting of the year in Echuca. Tammy has been swimming marathons for 20 years, and her achievements include swimming the English Channel in 1993 and 1994 (the success rate for those who attempt the 34 km swim is 7%); the Cook Strait between the North and South Islands of New Zealand in 1999 (25km); the Loch Ness in Scotland in 1999 (38km); Manhattan in New York City in 1997 (48km); the Gippsland Lakes in 2004 (40km), and more locally, the 2438km of the mighty Murray River in 2000 and 2001.

After recounting the story of her first ever marathon swim in 1986, Tammy spoke about her experience of swimming Bass Strait from King Island to Apollo Bay in 1996, a distance of some 100 kilometres which she completed in just over 17 hours. Tammy spoke candidly about being thrown around her protective shark

cage by a 3 metre swell, freezing water, fatigue, and a desire to give up. Yet she battled on and became the first person to complete the incredible journey.

Tammy credits much of her success to Olympic swimming legend Dawn Fraser, who has overseen and encouraged Tammy during many of her marathon swims. On the 18th of February 2001, Tammy completed her greatest challenge to date by swimming the entire length of the Murray River from the alps to the ocean, a feat no one else in the world has achieved. Starting from Corryong in Victoria's high country, it took Tammy 106 days to reach the Murray Mouth in South Australia.

Tammy is expecting her first child in April 2008 and is already planning a major swim somewhere in the Asian region, for 2009. Tammy was a magnificent speaker, and those who attended gained tremendous insight from a truly inspirational woman.



## Stork Talk

Yabba Quarry Dump Truck Driver David Parker & his wife Christine had a baby boy on 29th Nov 07 - weighing 7lbs 11 oz

**Jack David**

He is their 5th child & first boy! All are well. Congratulations!!

## UTE MUSTER PROPOSAL

Lawrence Mathers became a media star recently when he proposed to his partner Lita Phyland at the Deniliquin Ute Muster recently. Now Known to his colleagues as Romeo, Lawrence organised a 20 minute helicopter ride above the greater Deniliquin area and the Ute Muster where he popped the big question. He planned the proposal down to the finite details, including a well thought out card and a friend to fly with them to capture the moment on camera. As

Lawrence and Lita's story is one of rekindled love. The pair have known each other for 17 years however they lost contact when life's directions took apart. However

they came back in contact earlier this year and things have been fantastic since. Not wanting to be separated again, Lita moved to Cohuna with Lawrence in July. With their own children each, they are Cohuna's very own version of the Brady Bunch!

"This is my third Muster, and I go up in



the helicopter to take photos every year. I just thought it would be great to do it over the top of Deniliquin", Lawrence told Deniliquin's Pastoral Times.

Lawrence and Lita will be married in Cohuna on the 23rd of February 2008, with a reception in the Memorial Hall. They plan to honeymoon in Europe, taking in Paris and London before heading to Scotland for Lawrence's Aunt's 70th Birthday celebrations. We all wish Lawrence and Lita every success and happiness as they begin this next phase of their lives together.

## SWAN HILL SPECIALIST SCHOOL

Over a number of months now, the Swan Hill Specialist School have been busy constructing a new pool. The school provides specialist education for students ranging in age from five to eighteen, with mild to severe intellectual disability, associated multiple disabilities and for students with autism.

Children come from far and wide to attend the school, which does a terrific job in caring for and educating disabled children. An important part of the School's curriculum is water sports. Previously the school had bussed students to a nearby pool for much needed aquatic sessions.

But now the School is in the final stages of building their own pool. School Principal Graeme Scoberg said the new 10 metre pool would prove to be an invaluable resource. Also including a small spa, the new pool complex would enable students to do their swimming sessions on campus before returning to class.

Costing \$300,000 to build, half the funds were raised through a Federal Government grant, while the other half was raised directly by the school, a truly marvellous effort. Mawsons

supported the project by purchasing a block of pavers, which will commemorate our involvement in the project for years to come.

While the pool has not been completely finished as of the second week in December, plans for a grand opening ceremony in early 2008 are already underway. Mawsons are proud to be associated with this project, which will have long term benefits for disabled youth in the Swan Hill district.



## FUNNY STUFF

### How to really annoy everyone else at your workplace

- 1) Page yourself over the intercom. Don't disguise your voice.
- 2) Find out where your boss shops and buy exactly the same outfits. Wear them one day after your boss does. This is especially effective if your boss is of a different gender to you.
- 3) Make up nicknames for all your colleagues and refer to them only by these names, eg 'That's a good point, Sparky,' or 'No, I'm sorry, but I'm going to have to disagree with you there, Cha-Cha.'
- 4) Highlight your shoes. Tell people you haven't lost them as much since you did this.
- 5) Hang mosquito netting around your cubicle. When you emerge to get a coffee or a printout or whatever, slap yourself randomly the whole way.
- 6) Put a chair facing the printer. Sit there all day and tell people you're waiting for your document.
- 7) Every time someone asks you to do something, ask them if they want fries with that.
- 8) Encourage your colleagues to join in a little synchronised chair-dancing

- 9) Feign an unnatural and hysterical fear of staplers.
- 10) Send email messages saying there's free pizza or cake in the lunchroom. When people drift back to work complaining that they found none, lean back, pat your stomach and say 'Oh you've got to be faster than that!'

### Top 10 Excuses when caught sleeping on the job

- 1) ..... in Lord Jesus' name, Amen.
- 2) They told me at the blood bank this might happen.
- 3) Damn! Why did you interrupt me? I had almost worked out a solution to our biggest problem.
- 4) I was doing Yoga exercises to relieve work-related stress.
- 5) Someone must have put decaf in the wrong pot.
- 6) I was testing my keyboard for drool resistance.
- 7) This is just a 15-minute powernap, as described in that time management course you sent me.
- 8) I wasn't sleeping! I was meditating n the mission statement and envisioning a new paradigm.
- 9) The coffee machine is broken.
- 10) Whew! Guess I left the top off the Liquid Paper! You got here just in time!